

# GIVENCHY

## Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps GIVENCHY SA has taken during its financial year ending 31 December 2016 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

## Business

GIVENCHY SA is a French company belonging to the LVMH Moët Hennessy Louis-Vuitton SE ("LVMH") Group. GIVENCHY SA is engaged in the design, manufacture, distribution and sale of women and men ready-to-wear, luxury bags and leather goods, and more generally luxury fashion accessories bearing GIVENCHY's trademarks of a high level of quality and style. GIVENCHY SA distributes its products worldwide including to retailers in the United Kingdom.

GIVENCHY SA purchases:

- (i) Men's and Women's ready to wear, shoes, leather goods and accessories from suppliers located essentially in Italy, France & Portugal; and
- (ii) Marketing, packaging and Point of Sale Material from suppliers located in various European countries, including France.

## Policies and Practices

GIVENCHY's commitment is to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what GIVENCHY expects from its employees, internal business and its external suppliers.

Key Policies are:

- 1. GIVENCHY Suppliers' Code of Conduct ("Suppliers' Code of Conduct") available upon request  
GIVENCHY SA expects its suppliers to share its commitments and act in full compliance with the relevant laws, including all national, local and international laws relating to the management of their businesses.  
GIVENCHY SA requires its suppliers to seek approval before subcontracting any part of their supply chain process and GIVENCHY's approval is subject to acceptance by the subcontractor of the Suppliers' Code of Conduct and all other applicable conditions that GIVENCHY SA determines.
- 2. GIVENCHY employee 's Code of Conduct ("Employees Code of Conduct") available upon request  
The 'Employee Code of Conduct' includes relevant sections on "Human Rights", "Sustainability" and "Behavior in Sales & Commercial Transactions".  
Our Anti-modern slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.  
GIVENCHY SA expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

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The GIVENCHY Code of Conduct reiterates the LVMH Code of Conduct and commitment to act to the highest standards of integrity, respect and engagement in their behaviours and in the way that they conduct business every day, everywhere.

This code further states that the group companies will inform all of its commercial partners of its ethical principles and expectations and will ask its suppliers to comply with the principles set out in the Suppliers' Code of Conduct. In particular, this code specifies compliance with social issues to abide, respect and adhere to the company moral and ethical values in the management of the company concerning Human Rights, working Conditions and environmental issues

## Supplier and Contractor Due Diligence

GIVENCHY SA is carefully reviewing its suppliers. Moreover, action has been put in place prior to engaging into any new contractual relationship with a supplier or contractor. GIVENCHY SA requires suppliers and contractors to confirm that they are complying with the Suppliers' Code of Conduct.

GIVENCHY SA reserves the right to check adherence of its suppliers and contractors to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time without notice. Upon reasonable request, GIVENCHY SA suppliers and contractors shall supply the necessary information and grant access representatives to verify compliance with the requirements of this Code. Suppliers and contractors shall further keep proper records to prove compliance with this Code and provide access to complete, original, and accurate files to GIVENCHY SA 's representatives.

Upon reasonable request, GIVENCHY's suppliers and contractors must improve and correct any deficiency discovered during any such audits.

GIVENCHY SA shall use its reasonable endeavours to ensure that all its supplier and contractor template contracts contain clauses requiring said suppliers and contractors to adopt similar anti-modern slavery standards and practices.

## Training and Awareness

GIVENCHY SA is planning to conduct training for its employees to ensure legal and human compliance across GIVENCHY. The training purpose would be to reduce business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are available to all employees.

GIVENCHY SA 's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes CDUK's slavery and human trafficking statement for the financial year ending 31 December 2016. It has been duly approved and signed by its CEO and director:

Philippe FORTUNATO  
Director and Chief Executive officer  
GIVENCHY SA  
Date: June 29<sup>th</sup> 2017

